

DOCUMENT RESUME

ED 048 555

AC 010 124

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TITLE Staff Training Activity -- County Welfare
Departments; July 1, 1968 to June 30, 1969.
INSTITUTION California State Human Relations Agency, Sacramento.
Dept. of Social Welfare.
PUB DATE Jun 70
NOTE 15p.; Research and Statistics Note 3- 1970
EDRS PRICE MF-\$0.65 HC-\$3.29
DESCRIPTORS Caseworker Approach, *Clerical Workers, Community
Resources, *Social Workers, Staff Improvement,
*Statistical Data, *Training, *Welfare Services
IDENTIFIERS *California

ABSTRACT

Data on formal staff training activity by county welfare departments in the State of California from July 1, 1968, to June 30, 1969 are summarized. The counties were divided into three groups according to the number of employees; the total number of cases in all programs; and the scope of complexity of the agency programs and organizations. Some of the subject areas are: orientation and induction; intake training; community resources; medical assistance; understanding and use of casework concepts; employment preparation and achievement; and differential use of the staff. Man hours of training per employee during the year ranged from none in four counties to 10.7 in one county. Forty-one percent of all training man hours received by ten percent of the trainees was devoted to orientation and induction. Three fourths of the formal courses were designed for social workers; the next largest amount of training directed toward specific staff groups was provided for clerical staff. These data do not cover all formal training activity in all counties. (PT)

ED048555

Research and Statistics Note 3 - 1970

STAFF TRAINING ACTIVITY -
COUNTY WELFARE DEPARTMENTS

July 1, 1968 to June 30, 1969

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June 1970

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State of California
Human Relations Agency
Department of Social Welfare
Research and Statistics Division
Sacramento, California

AC010124

STAFF TRAINING ACTIVITY -
COUNTY WELFARE DEPARTMENTS

INTRODUCTION

Data on formal staff training activity by county welfare departments from July 1, 1968, to June 30, 1969, are summarized in the following tables. These data may not cover all formal staff training activity in all counties but, with a few exceptions where insufficient data were given, all of the "Staff Training Reports" submitted to the State Department of Social Welfare on Form Gen 240.1 are included in the tabulation.

Trainee counts, as indicated, are duplicate counts; that is, an employee who participated in more than one course of training during the year is counted once for each training unit he attended. Units of training, county groupings, and the selected subject areas covered in these tables are defined on page 2.

FINDINGS

In summary, the range and types of training activity in the counties is as follows:

1. Man-hours of training per employee during the year ranged from none in four counties to 102.7 in one county. Percent of total available staff time spent in formal training sessions ranged from none to 5.4. The greater variation among Group A counties in these relationships is to a large degree due to the smaller base number of personnel involved.
2. Forty-one percent of all training man-hours received by ten percent of all trainees was devoted to orientation and induction. This may be a reflection of the high turnover rate among welfare workers. The second largest block of training activity (18.2 percent of all training units, 9.8 percent of training man-hours) was related to the understanding and use of casework concepts. Other subject areas to which more than five percent of the training sessions was directed were medical assistance (9.7 percent) and community resources (8.6 percent).
3. Three-fourths of the formal courses of training were designed for social workers. The next largest amount of training directed towards specific staff groups was provided to clerical staff (6.2 percent).

DEFINITIONS

Unit of Training

A unit of training is any formal training activity developed to meet a specific need and is reportable when the training course is completed.

County Groups

The counties have been divided into three groups according to a formula which considers three basic factors: 1) the number of employees, 2) the total number of cases in all programs, and 3) the scope and complexity of the agency programs and organization.

Group A includes counties which have too few staff and cases to warrant the employment of full-time staff development personnel.

Counties classified in Group B administer a large number of programs that require at least one full-time staff development position to assume responsibility for staff development programs.

Counties in Group C are the largest counties in the state and require a full-time professional staff development supervisor and other appropriately qualified training personnel.

Subject Areas

1. Orientation and Induction: This category includes orientation and induction training for both experienced and inexperienced personnel.
2. Intake Training: This type of training is concerned with intake procedures and the type of services provided during the intake process.
3. Fraud Prevention: This category covers training in fraud prevention procedures, the use of special investigators, and the preparation of case budgets.
4. Non-discrimination and Related Topics: This category covers training related to minority groups, civil liberties and other areas involving non-discrimination.
5. Services to Families with Children: Training in this category deals with the scope, variety and delivery of social services specifically as they relate to Aid to Families with Dependent Children (AFDC) recipients.
6. Services to Adults: This category covers training in the scope, variety and delivery of social services to adults.
7. General Services to all Clients: This subject area covers social services programs of a general nature, not specifically related to either adults or AFDC cases.
8. Desertion or Pending Desertion: This category includes training in the areas of marital counseling, the problems of a one-parent family, techniques of interviewing an absent parent to increase his responsibility toward his child, and methods of enforcing support.

9. Children in Need of Protection: Training in this area provides information about the role of the police department, foster home intake, money management (public housing procedures and consumer education), physically deprived, emotionally disturbed or unsupervised recipients, identification of abuse, etc.
10. Family Planning Services: Training programs classified in this subject area give information on agencies such as the Public Health Department and Planned Parenthood which deal with all aspects of family planning.
11. Employment Preparation and Achievement: Training in this category relates to interviewing and to identifying problems and strengths of the recipient, as well as preparing him for problems related to employment, e.g., apprehension over working, child-care problems, home management and employer expectations. The subject area also includes information about job referrals for the handicapped and community employment resources for all recipients.
12. Adoptions: The adoptions category covers problems of placement, of the adoptive parents and of the natural parents.
13. Community Resources: This category includes training in referrals to available community agencies such as the Public Health Department, Department of Human Resources, Legal Aid Society, Veterans Administration, marriage counselors, etc.
14. Medical Assistance: This category includes training in identifying medical or mental problems, motivation for treatment and the various types of available medical assistance.
15. Understanding and Use of Casework Concepts: This subject area is concerned with principles of casework, programs and procedures, interviewing techniques with both the cooperative and the hostile recipient, use of role playing, worker-client relationships, case recording, case diagnosis, case evaluation, formulation of goals for case, implementation and completion of plan, short term crisis intervention, financial management, etc.
16. Children's Growth and Development: Training grouped in this subject area provides information on normal physical and emotional development in childhood and adolescence.
17. Differential Use of Staff: Training in this area relates to the varying roles of caseworkers, supervisors, consultants, eligibility workers, case aids, etc.
18. Placement and Licensing: This subject area covers placement problems, resources, and adoptive and foster home placements. It also includes training on placement and licensing regulations and procedures.
19. Courses or Seminars: This category includes seminars on subjects in the areas of Social Work, Sociology, Child Development, Psychology, etc.
20. Social Service Supervisors' Training: This training deals with the development of supervisory skills.
21. Clerical Supervisors' Training: This training is concerned with the development of clerical supervisory skills.

STAFF TRAINING

Table 1. Reported County Welfare Department
Staff Training Activity - Total
Fiscal Year 1968-69

County	Units of training	Trainees (duplicate count)	Total man-hours of training
All counties	18,642	200,181	1,431,033
Group A			
Alpine	0	0	0
Amador	4	6	42
Calaveras	0	0	0
Colusa	2	6	78
Del Norte	28	165	1,158
El Dorado	150	929	4,209
Glenn	12	52	552
Inyo	17	101	980
Lake	69	415	2,073
Lassen	26	278	835
Mariposa	0	0	0
Mendocino	29	422	3,045
Modoc	76	160	512
Mono	6	6	140
Nevada	171	966	2,540
Placer	156	1,584	4,542
Plumas	20	135	264
San Benito	14	94	324
Sierra	1	1	6
Siskiyou	72	331	1,155
Sutter	18	353	390
Tehama	95	1,855	4,458
Trinity	0	0	0
Tuolumne	11	20	1,182
Yolo	36	545	2,153
Yuba	71	1,202	2,451
Group B			
Butte	47	1,065	4,741
Contra Costa	787	8,560	72,117
Humboldt	205	2,047	9,424
Imperial	132	1,793	7,935
Kern	378	4,105	29,592
Kings	173	1,401	8,610
Madera	206	1,402	6,663
Marin	107	1,936	9,429
Merced	95	1,345	8,144
Monterey	93	2,511	14,036
Napa	156	1,717	7,071
Orange	257	3,973	16,189
Riverside	402	3,871	6,397
San Joaquin	99	3,688	20,576
San Luis Obispo	157	1,833	8,696
San Mateo	802	7,563	19,389
Santa Barbara	313	3,441	13,281
Santa Cruz	64	814	5,871
Shasta	110	1,353	10,970
Solano	30	723	2,370
Sonoma	238	3,932	21,597
Stanislaus	168	2,497	17,901
Tulare	140	3,562	35,317
Ventura	159	1,426	9,823
Group C			
Alameda	297	6,693	79,582
Fresno	60	6,009	39,788
Los Angeles:			
Department of Public Social Services	8,372	65,269	619,240
Los Angeles Adoptions	227	5,685	15,649
Sacramento	58	1,428	43,959
San Bernardino	92	2,921	37,083
San Diego	2,624	20,592	91,604
San Francisco	336	8,403	56,347
Santa Clara	174	6,947	47,853

STAFF TRAINING

Table 2. Man-Hours of Staff Training During Fiscal Year 1968-69
Compared with Persons Employed by County Welfare Departments
in October 1969 and Man-Hours of Training as Percent of Available Staff Time
Fiscal Year 1968-69

County	Employees on county welfare department payrolls during October 1969	Average man-hours of training (1968-69) per employee (October 1969)	Man-hours of training as percent of available staff time ^{1/}
All counties	27,432 ^{2/}	52.2	2.7
Group A		<u>39.2</u>	<u>2.1</u>
Alpine	2	--	--
Amador	11	3.8	0.2
Calaveras	21	--	--
Colusa	17	4.6	0.2
Del Norte	28	41.4	2.2
El Dorado	53	79.4	4.2
Glenn	18	30.7	1.6
Inyo	28	35.0	1.8
Lake	41	50.6	2.7
Lassen	20	41.8	2.2
Mariposa	10	--	--
Mendocino	74	41.1	2.2
Modoc	7	73.1	3.8
Mono	4	35.0	1.8
Nevada	39	65.1	3.4
Placer	80	56.8	3.0
Plumas	15	17.6	0.9
San Benito	22	14.7	0.8
Sierra	2	3.0	0.2
Siskiyou	41	28.2	1.5
Sutter	76	5.1	0.3
Tehama	49	91.0	4.8
Trinity	8	--	--
Tuolumne	31	38.1	2.0
Yolo	84	25.6	1.3
Yuba	63	38.9	2.0
Group B		<u>52.5</u>	<u>2.8</u>
Butte	141	33.6	1.8
Contra Costa	889	81.1	4.3
Humboldt	170	55.4	2.9
Imperial	118	67.2	3.5
Kern	515	57.5	3.0
Kings	127	67.8	3.6
Madera	105	63.5	3.3
Marin	185	51.0	2.7
Merced	167	48.8	2.6
Monterey	180	78.0	4.1
Napa	102	69.3	3.6
Orange	597	27.1	1.4
Riverside	522	12.3	0.6
San Joaquin	545	37.8	2.0
San Luis Obispo	175	49.7	2.6
San Mateo	423	45.8	2.4
Santa Barbara	249	53.3	2.8
Santa Cruz	172	34.1	1.8
Shasta	182	60.3	3.2
Solano	189	12.5	0.7
Sonoma	271	79.7	4.2
Stanislaus	364	49.2	2.6
Tulare	344	102.7	5.4
Ventura	241	40.8	2.1
Group C		<u>52.6</u>	<u>2.8</u>
Alameda	1,577	50.5	2.7
Fresno	573	69.4	3.7
Los Angeles:			
Department of Public Social Services	11,035	56.2	3.0
Los Angeles Adoptions	492	31.8	1.7
Sacramento	1,259	34.9	1.8
San Bernardino	814	45.6	2.4
San Diego	1,426	64.2	3.4
San Francisco	1,321	42.7	2.2
Santa Clara	1,118	42.8	2.3

^{1/} Staff time available is estimated at 1,900 hours per employee per year (52 weeks X 40 hours, less 80 hours vacation, 80 hours holiday and 20 hours sick leave).

^{2/} Preliminary.

Source: Staff Training Report, Gen 240.1.

STAFF TRAINING

Table 3A. Reported County Welfare Department
Staff Training Activity - Selected Subject Areas
Fiscal Year 1968-69

County	1. Orientation and induction			2. Intake training			3. Fraud prevention		
	Units	Man-hours	Trainees	Units	Man-hours	Trainees	Units	Man-hours	Trainees
All counties	712	586,846	10,791	239	7,384	1,615	269	2,202	6,665
Group A									
Alpine	0	0	0	0	0	0	0	0	0
Amador	0	0	0	0	0	0	0	0	0
Calaveras	0	0	0	0	0	0	0	0	0
Colusa	0	0	0	0	0	0	0	0	0
Del Norte	5	209	8	0	0	0	1	14	7
El Dorado	15	1,456	57	5	52	27	2	25	37
Glenn	0	0	0	0	0	0	0	0	0
Inyo	1	219	9	0	0	0	1	7	49
Lake	10	176	12	0	0	0	1	6	12
Lassen	0	0	0	1	33	11	0	0	0
Mariposa	0	0	0	0	0	0	0	0	0
Mendocino	1	9	2	0	0	0	1	16	16
Modoc	1	80	1	0	0	0	5	7	7
Mono	0	0	0	0	0	0	0	0	0
Nevada	1	320	4	0	0	0	0	0	0
Placer	13	302	71	3	79	27	2	18	33
Plumas	0	0	0	2	20	14	0	0	0
San Benito	1	7	7	0	0	0	0	0	0
Sierra	0	0	0	0	0	0	0	0	0
Siskiyou	1	240	3	1	2	5	2	9	7
Sutter	0	0	0	0	0	0	0	0	0
Tehama	0	0	0	0	0	0	0	0	0
Trinity	0	0	0	0	0	0	0	0	0
Tuolumne	4	880	9	0	0	0	0	0	0
Yolo	2	98	23	0	0	0	2	55	165
Yuba	1	30	10	0	0	0	1	8	10
Group B									
Butte	6	1,071	22	0	0	0	0	0	0
Contra Costa	35	35,681	287	5	102	31	10	125	308
Humboldt	5	4,338	37	1	30	10	2	11	20
Imperial	6	3,412	38	2	15	4	8	105	112
Kern	16	15,309	171	2	65	19	3	85	158
Kings	26	2,969	54	3	26	9	3	64	134
Madera	17	1,625	174	5	65	22	3	18	43
Marin	9	3,242	69	0	0	0	0	0	0
Merced	10	4,427	35	2	64	24	0	0	0
Monterey	11	5,890	55	0	0	0	0	0	0
Napa	9	1,680	32	1	4	4	1	6	12
Orange	6	2,594	107	1	10	5	0	0	0
Riverside	3	9	8	1	4	4	2	3	4
San Joaquin	5	5,768	54	0	0	0	0	0	0
San Luis Obispo	5	2,105	48	3	170	32	5	73	183
San Mateo	14	4,396	198	11	197	92	4	35	42
Santa Barbara	4	3,908	33	2	25	12	1	3	6
Santa Cruz	9	4,572	49	0	0	0	1	6	15
Shasta	12	6,298	161	1	46	14	0	0	0
Solano	1	236	27	0	0	0	1	3	6
Sonoma	23	12,306	82	4	83	29	2	39	75
Stanislaus	13	9,870	220	0	0	0	1	9	54
Tulare	6	9,150	67	0	0	0	3	65	123
Ventura	12	4,745	84	4	31	19	1	5	10
Group C									
Alameda	18	20,894	754	4	259	119	4	19	34
Fresno	14	23,363	609	0	0	0	1	15	30
Los Angeles:									
Department of Public Social Services	239	266,679	5,239	130	4,970	705	180	1,225	4,523
Los Angeles Adoptions	13	1,374	163	0	0	0	0	0	0
Sacramento	10	23,580	232	1	28	14	2	42	234
San Bernardino	16	24,090	270	1	258	43	2	19	104
San Diego	47	31,743	479	39	616	247	7	20	34
San Francisco	15	32,746	451	4	130	73	1	7	10
Santa Clara	21	12,750	266	0	0	0	3	35	48

STAFF TRAINING

Table 3B. Reported County Welfare Department
Staff Training Activity - Selected Subject Areas
Fiscal Year 1968-69

County	4. Non-discrimination and related topics ^{1/}			5. Services to families with children			6. Service to adults		
	Units	Man-hours	Trainees	Units	Man-hours	Trainees	Units	Man-hours	Trainees
All counties	367	17,806	4,297	393	13,997	2,683	78	1,730	590
Group A									
Alpine	0	0	0	0	0	0	0	0	0
Amador	0	0	0	0	0	0	0	0	0
Calaveras	0	0	0	0	0	0	0	0	0
Colusa	0	0	0	0	0	0	0	0	0
Del Norte	1	12	14	0	0	0	0	0	0
El Dorado	2	37	2	0	0	0	0	0	0
Glenn	0	0	0	1	58	2	0	0	0
Inyo	2	36	10	0	0	0	0	0	0
Lake	0	0	0	0	0	0	0	0	0
Lassen	0	0	0	0	0	0	0	0	0
Mariposa	0	0	0	0	0	0	0	0	0
Mendocino	0	0	0	0	0	0	0	0	0
Modoc	0	0	0	0	0	0	0	0	0
Mono	0	0	0	0	0	0	0	0	0
Nevada	0	0	0	0	0	0	0	0	0
Placer	1	15	18	0	0	0	0	0	0
Plumas	0	0	0	0	0	0	0	0	0
San Benito	0	0	0	0	0	0	0	0	0
Sierra	0	0	0	0	0	0	0	0	0
Siskiyou	0	0	0	4	19	19	0	0	0
Sutter	0	0	0	0	0	0	0	0	0
Tehama	0	0	0	4	80	24	0	0	0
Trinity	0	0	0	0	0	0	0	0	0
Tuolumne	0	0	0	0	0	0	0	0	0
Yolo	0	0	0	1	54	18	0	0	0
Yuba	0	0	0	0	0	0	0	0	0
Group B									
Butte	0	0	0	1	7	6	0	0	0
Contra Costa	3	73	24	26	658	201	2	98	9
Humboldt	0	0	0	1	20	10	1	11	11
Imperial	4	36	12	2	51	7	0	0	0
Kern	6	136	66	4	27	15	12	338	159
Kings	0	0	0	4	194	48	2	18	7
Madera	1	138	69	8	150	47	1	4	2
Marin	0	0	0	0	0	0	0	0	0
Merced	1	30	10	2	74	75	0	0	0
Monterey	4	259	139	0	0	0	0	0	0
Napa	2	17	2	0	0	0	0	0	0
Orange	4	528	214	1	11	11	0	0	0
Riverside	11	114	78	2	18	11	0	0	0
San Joaquin	0	0	0	0	0	0	0	0	0
San Luis Obispo	1	22	15	1	5	5	0	0	0
San Mateo	5	310	90	14	191	101	5	93	33
Santa Barbara	11	528	83	4	50	33	0	0	0
Santa Cruz	0	0	0	0	0	0	0	0	0
Shasta	2	30	19	0	0	0	1	40	10
Solano	0	0	0	0	0	0	0	0	0
Sonoma	1	15	5	2	12	12	5	71	50
Stanislaus	0	0	0	5	105	34	0	0	0
Tulare	0	0	0	0	0	0	1	20	10
Ventura	3	114	68	2	44	9	0	0	0
Group C									
Alameda	2	237	99	2	71	46	0	0	0
Fresno	0	0	0	0	0	0	0	0	0
Los Angeles:									
Department of Public Social Services	178	6,072	1,292	253	9,787	1,322	27	706	180
Los Angeles Adoptions	2	53	36	0	0	0	0	0	0
Sacramento	2	1,656	120	0	0	0	0	0	0
San Bernardino	2	110	33	2	276	52	0	0	0
San Diego	81	3,977	1,287	27	556	240	15	162	85
San Francisco	1	52	25	15	864	305	0	0	0
Santa Clara	34	3,193	467	5	655	30	4	164	32

^{1/} Under the present coding system, training in this subject area falls under the general heading "Human Relations". Reports on 30 training sessions (six from Contra Costa, 23 from Los Angeles, and one from San Diego) did not provide sufficient information to determine whether or not the subject matter related to non-discrimination.

STAFF TRAINING

Table 3C. Reported County Welfare Department
Staff Training Activity - Selected Subject Areas
Fiscal Year 1968-69

County	7. General services to all clients			8. Desertion or pending desertion			9. Children in need of protection		
	Units	Man-hours	Trainees	Units	Man-hours	Trainees	Units	Man-hours	Trainees
All counties	450	20,336	3,926	239	9,674	1,597	775	38,103	5,724
Group A									
Alpine	0	0	0	0	0	0	0	0	0
Amador	0	0	0	0	0	0	0	0	0
Calaveras	0	0	0	0	0	0	0	0	0
Colusa	0	0	0	0	0	0	0	0	0
Del Norte	0	0	0	0	0	0	0	0	0
El Dorado	2	15	8	1	14	7	7	162	36
Glenn	1	10	1	0	0	0	0	0	0
Inyo	0	0	0	0	0	0	0	0	0
Lake	0	0	0	0	0	0	0	0	0
Lassen	1	30	10	0	0	0	0	0	0
Mariposa	0	0	0	0	0	0	0	0	0
Mendocino	0	0	0	0	0	0	0	0	0
Modoc	2	6	6	0	0	0	0	0	0
Mono	0	0	0	0	0	0	1	21	1
Nevada	0	0	0	0	0	0	0	0	0
Placer	1	24	4	1	36	18	6	183	61
Plumas	1	10	5	1	15	9	1	10	5
San Benito	2	12	9	0	0	0	0	0	0
Sierra	0	0	0	0	0	0	0	0	0
Siskiyou	0	0	0	0	0	0	2	56	6
Sutter	0	0	0	0	0	0	1	20	20
Tehama	5	517	126	0	0	0	2	130	31
Trinity	0	0	0	0	0	0	0	0	0
Tuolumne	0	0	0	0	0	0	0	0	0
Yolo	0	0	0	0	0	0	1	24	12
Yuba	0	0	0	1	59	17	1	22	1
Group B									
Butte	0	0	0	0	0	0	1	243	46
Contra Costa	11	256	85	6	70	47	22	644	247
Humboldt	1	21	7	1	6	6	5	80	47
Imperial	0	0	0	1	7	7	3	93	56
Kern	10	413	117	2	32	16	10	953	152
Kings	0	0	0	0	0	0	2	7	7
Madera	5	79	26	1	8	4	3	145	32
Marin	0	0	0	0	0	0	0	0	0
Merced	1	43	43	1	15	15	1	461	43
Monterey	1	130	18	1	106	53	3	411	68
Napa	0	0	0	1	10	5	10	447	199
Orange	10	576	289	0	0	0	1	10	5
Riverside	4	60	24	8	67	25	15	316	187
San Joaquin	9	1,728	615	0	0	0	0	0	0
San Luis Obispo	2	42	16	5	300	80	1	16	11
San Mateo	8	252	110	2	36	15	4	47	26
Santa Barbara	2	16	7	3	30	17	4	46	26
Santa Cruz	1	9	6	0	0	0	5	163	25
Shasta	0	0	0	0	0	0	2	10	5
Solano	0	0	0	0	0	0	0	0	0
Sonoma	3	93	47	0	0	0	9	264	147
Stanislaus	1	31	17	0	0	0	3	126	14
Tulare	4	270	92	2	96	48	13	496	210
Ventura	0	0	0	0	0	0	3	40	12
Group C									
Alameda	0	0	0	0	0	0	1	70	35
Fresno	0	0	0	0	0	0	0	0	0
Los Angeles:									
Department of Public Social Services	343	15,338	1,991	186	8,120	989	538	30,039	3,109
Los Angeles Adoptions	0	0	0	0	0	0	4	139	80
Sacramento	0	0	0	0	0	0	1	128	4
San Bernardino	0	0	0	0	0	0	2	276	69
San Diego	12	109	56	15	647	219	77	1,337	589
San Francisco	6	227	186	0	0	0	7	407	71
Santa Clara	1	19	5	0	0	0	3	61	29

Source: Staff Training Report, Gen 240.1.

STAFF TRAINING

Table 3D. Reported County Welfare Department
Staff Training Activity - Selected Subject Areas
Fiscal Year 1968-69

County	10. Family planning services			11. Employment preparation and achievement			12. Adoptions		
	Units	Man-hours	Trainees	Units	Man-hours	Trainees	Units	Man-hours	Trainees
All counties	78	15,046	1,662	643	23,796	6,157	113	3,509	1,705
Group A									
Alpine	0	0	0	0	0	0	0	0	0
Amador	0	0	0	0	0	0	0	0	0
Calaveras	0	0	0	0	0	0	0	0	0
Colusa	0	0	0	0	0	0	0	0	0
Del Norte	0	0	0	0	0	0	1	8	8
El Dorado	0	0	0	1	10	7	1	10	2
Glenn	1	14	14	0	0	0	0	0	0
Inyo	0	0	0	0	0	0	0	0	0
Lake	0	0	0	1	12	3	0	0	0
Lassen	0	0	0	0	0	0	0	0	0
Mariposa	0	0	0	0	0	0	0	0	0
Mendocino	0	0	0	0	0	0	0	0	0
Modoc	0	0	0	2	15	6	0	0	0
Mono	0	0	0	0	0	0	0	0	0
Nevada	0	0	0	0	0	0	0	0	0
Placer	0	0	0	2	38	7	4	42	17
Plumas	1	10	7	1	5	5	0	0	0
San Benito	0	0	0	0	0	0	0	0	0
Sierra	0	0	0	0	0	0	0	0	0
Siskiyou	0	0	0	4	29	14	0	0	0
Sutter	0	0	0	0	0	0	0	0	0
Tehama	0	0	0	0	0	0	0	0	0
Trinity	0	0	0	0	0	0	0	0	0
Tuolumne	0	0	0	0	0	0	0	0	0
Yolo	0	0	0	3	225	75	0	0	0
Yuba	0	0	0	1	7	9	0	0	0
Group B									
Butte	1	72	48	5	339	158	0	0	0
Contra Costa	0	0	0	42	1,906	641	3	131	88
Humboldt	1	18	12	7	45	36	0	0	0
Imperial	0	0	0	1	60	30	1	36	5
Kern	1	45	30	8	213	145	7	83	37
Kings	1	10	5	5	74	17	0	0	0
Madera	0	0	0	1	7	5	2	20	10
Marin	0	0	0	2	14	5	0	0	0
Merced	1	4	8	1	37	5	0	0	0
Monterey	1	92	46	3	158	77	0	0	0
Napa	1	45	30	3	207	93	0	0	0
Orange	1	98	49	5	270	145	0	0	0
Riverside	0	0	0	15	312	174	4	92	46
San Joaquin	0	0	0	0	0	0	0	0	0
San Luis Obispo	1	125	19	7	356	124	0	0	0
San Mateo	0	0	0	19	466	232	7	121	86
Santa Barbara	2	43	29	9	108	62	3	66	17
Santa Cruz	0	0	0	1	9	9	0	0	0
Shasta	0	0	0	1	112	47	1	5	5
Solano	0	0	0	3	140	70	0	0	0
Sonoma	1	34	23	11	544	293	3	199	174
Stanislaus	0	0	0	6	69	40	5	87	30
Tulare	2	10,426	136	10	586	242	0	0	0
Ventura	0	0	0	0	0	0	2	28	11
Group C									
Alameda	3	1,161	67	6	347	189	0	0	0
Fresno	1	486	243	1	384	192	0	0	0
Los Angeles:									
Department of Public Social Services	43	1,774	542	402	15,553	2,459	16	515	114
Los Angeles Adoptions	1	18	9	0	0	0	38	1,725	908
Sacramento	0	0	0	0	0	0	0	0	0
San Bernardino	0	0	0	1	12	1	2	156	39
San Diego	7	217	109	51	1,068	526	13	185	108
San Francisco	0	0	0	2	59	14	0	0	0
Santa Clara	7	354	236	0	0	0	0	0	0

Source: Staff Training Report, Gen 240.1.

STAFF TRAINING

Table 3E. Reported County Welfare Department
Staff Training Activity - Selected Subject Areas
Fiscal Year 1968-69

County	13. Community resources			14. Medical assistance			15. Understanding and use of casework concepts		
	Units	Man-hours	Trainees	Units	Man-hours	Trainees	Units	Man-hours	Trainees
All counties	1,602	48,677	16,073	1,822	61,540	23,472	3,388	140,899	29,707
Group A									
Alpine	0	0	0	0	0	0	0	0	0
Amador	1	4	2	0	0	0	0	0	0
Calaveras	0	0	0	0	0	0	0	0	0
Colusa	0	0	0	0	0	0	2	78	6
Del Norte	1	9	9	2	36	18	2	38	23
El Dorado	9	201	82	8	127	52	38	675	262
Glenn	0	0	0	2	45	17	2	129	8
Inyo	3	23	8	1	16	3	1	208	18
Lake	4	65	37	4	101	18	3	86	16
Lassen	3	87	33	0	0	0	14	363	155
Mariposa	0	0	0	0	0	0	0	0	0
Mendocino	1	30	15	2	408	17	13	614	99
Modoc	4	19	7	13	105	41	18	77	33
Mono	0	0	0	0	0	0	2	18	2
Nevada	0	0	0	3	30	15	131	1,756	730
Placer	6	159	69	20	491	278	45	1,175	258
Plumas	2	24	12	1	18	9	5	57	27
San Benito	0	0	0	2	13	13	2	69	12
Sierra	0	0	0	0	0	0	0	0	0
Siskiyou	3	58	16	3	12	11	8	29	29
Sutter	4	132	101	2	45	36	1	16	16
Tehama	3	108	76	3	158	88	27	1,159	499
Trinity	0	0	0	0	0	0	0	0	0
Tuolumne	0	0	0	0	0	0	3	49	3
Yolo	8	446	146	1	24	12	5	577	58
Yuba	18	664	285	6	216	117	14	502	205
Group B									
Butte	1	1	8	2	261	121	8	1,272	149
Contra Costa	52	1,425	659	77	2,956	1,065	113	6,526	1,141
Humboldt	14	302	177	26	340	140	57	741	435
Imperial	16	359	222	7	654	227	35	1,386	361
Kern	71	2,756	969	19	232	117	62	2,440	706
Kings	7	614	189	8	538	92	26	410	204
Madera	13	387	122	10	147	63	66	1,207	436
Marin	4	50	9	2	45	8	8	848	363
Merced	1	51	51	4	122	49	44	1,446	468
Monterey	4	157	112	4	292	128	15	2,395	592
Napa	18	493	364	12	169	69	21	654	221
Orange	14	376	151	22	979	451	88	5,043	1,418
Riverside	81	1,075	870	43	716	604	29	424	248
San Joaquin	12	974	463	5	2,955	680	22	3,408	851
San Luis Obispo	29	664	326	13	649	145	23	606	283
San Mateo	70	1,142	565	121	2,002	1,047	109	1,701	752
Santa Barbara	40	542	280	34	810	336	53	1,906	784
Santa Cruz	9	158	115	8	316	208	6	58	42
Shasta	15	392	185	5	332	166	12	35	114
Solano	5	286	120	2	124	23	3	113	46
Sonoma	14	631	340	11	549	254	26	470	174
Stanislaus	17	264	152	13	188	131	26	1,719	415
Tulare	16	812	433	5	426	174	11	802	330
Ventura	12	356	99	18	509	150	7	246	51
Group C									
Alameda	21	1,036	532	40	2,909	960	40	2,458	599
Fresno	0	0	0	1	118	59	4	776	388
Los Angeles:									
Department of Public Social Services	612	23,847	4,874	813	26,035	8,765	1,588	72,497	9,774
Los Angeles Adoptions	1	120	60	22	1,520	89	41	1,748	713
Sacramento	2	254	44	1	156	39	8	5,374	133
San Bernardino	10	1,450	92	2	48	24	7	808	120
San Diego	320	4,571	1,955	303	4,941	2,340	433	7,973	3,392
San Francisco	16	841	494	85	7,076	3,066	53	3,836	1,403
Santa Clara	15	262	143	11	581	136	8	1,576	142

Source: Staff Training Report, Gen 240.1.

STAFF TRAINING

Table 3F. Reported County Welfare Department
Staff Training Activity - Selected Subject Areas

Fiscal Year 1968-69

County	16. Children's growth and development			17. Differential use of staff			18. Placement and licensing		
	Units	Man- hours	Trainees	Units	Man- hours	Trainees	Units	Man- hours	Trainees
All counties	303	11,359	2,830	234	18,754	2,411	257	6,921	2,181
Group A									
Alpine	0	0	0	0	0	0	0	0	0
Amador	0	0	0	0	0	0	0	0	0
Calaveras	0	0	0	0	0	0	0	0	0
Colusa	0	0	0	0	0	0	0	0	0
Del Norte	0	0	0	0	0	0	0	0	0
El Dorado	1	4	1	2	11	11	9	85	24
Glenn	0	0	0	0	0	0	0	0	0
Inyo	2	232	20	0	0	0	0	0	0
Lake	1	51	11	1	40	20	0	0	0
Lassen	0	0	0	2	66	22	0	0	0
Mariposa	0	0	0	0	0	0	0	0	0
Mendocino	0	0	0	0	0	0	0	0	0
Modoc	0	0	0	2	0	2	1	2	2
Mono	1	14	1	0	0	0	0	0	0
Nevada	0	0	0	0	0	0	0	0	0
Placer	1	4	1	5	74	26	7	174	100
Plumas	0	0	0	0	0	0	0	0	0
San Benito	1	9	6	0	0	0	0	0	0
Sierra	0	0	0	0	0	0	0	0	0
Siskiyou	0	0	0	8	81	33	0	0	0
Sutter	3	62	62	0	0	0	0	0	0
Tehama	0	0	0	4	462	46	1	23	5
Trinity	0	0	0	0	0	0	0	0	0
Tuolumne	0	0	0	0	0	0	0	0	0
Yolo	0	0	0	1	60	20	0	0	0
Yuba	0	0	0	1	22	15	0	0	0
Group B									
Butte	1	351	18	1	9	9	0	0	0
Contra Costa	8	385	46	9	108	60	12	147	72
Humboldt	1	2	2	5	41	32	6	54	26
Imperial	3	111	43	2	12	10	1	7	5
Kern	18	489	150	5	222	90	17	808	139
Kings	4	495	35	1	18	18	7	39	21
Madera	2	140	23	5	95	31	0	0	0
Marin	1	31	21	1	135	39	1	45	30
Merced	0	0	0	0	0	0	0	0	0
Monterey	1	90	3	2	27	10	1	12	3
Napa	1	14	6	2	27	16	11	64	14
Orange	3	50	7	2	964	53	3	56	8
Riverside	24	281	169	0	0	0	9	188	66
San Joaquin	12	1,074	382	0	0	0	0	0	0
San Luis Obispo	4	134	40	7	208	121	2	45	14
San Mateo	12	209	117	21	284	139	40	392	231
Santa Barbara	5	99	18	6	321	137	2	52	15
Santa Cruz	2	92	37	1	40	27	0	0	0
Shasta	4	26	20	1	181	67	2	14	14
Solano	1	24	2	1	60	15	2	242	30
Sonoma	1	33	11	0	0	0	10	123	67
Stanislaus	3	39	9	2	14	11	0	0	0
Tulare	7	1,271	172	0	0	0	0	0	0
Ventura	2	22	11	2	108	23	6	87	40
Group C									
Alameda	0	0	0	2	203	79	0	0	0
Fresno	0	0	0	2	132	132	0	0	0
Los Angeles:									
Department of Public Social Services	77	2,563	562	78	3,340	666	62	2,190	472
Los Angeles Adoptions	2	98	63	0	0	0	14	1,033	521
Sacramento	0	0	0	0	0	0	1	112	14
San Bernardino	8	1,098	259	0	0	0	2	258	25
San Diego	82	1,199	466	45	2,281	350	27	655	214
San Francisco	4	563	36	3	106	26	1	9	9
Santa Clara	0	0	0	2	9,002	55	0	0	0

Source: Staff Training Report, Gen 240.1.

STAFF TRAINING

Table 3G. Reported County Welfare Department
Staff Training Activity - Selected Subject Areas
Fiscal Year 1968-69

County	19. Courses or seminars			20. Social service supervisors' training			21. Clerical supervisors' training		
	Units	Man-hours	Trainees	Units	Man-hours	Trainees	Units	Man-hours	Trainees
All counties	273	17,932	1,078	273	20,918	3,333	25	6,551	295
Group A									
Alpine	0	0	0	0	0	0	0	0	0
Amador	0	0	0	0	0	0	0	0	0
Calaveras	0	0	0	0	0	0	0	0	0
Colusa	0	0	0	0	0	0	0	0	0
Del Norte	0	0	0	0	0	0	0	0	0
El Dorado	1	20	2	1	9	1	0	0	0
Glenn	0	0	0	1	4	1	0	0	0
Inyo	0	0	0	1	28	2	0	0	0
Lake	2	176	22	0	0	0	0	0	0
Lassen	0	0	0	0	0	0	0	0	0
Mariposa	0	0	0	0	0	0	0	0	0
Mendocino	0	0	0	0	0	0	0	0	0
Modoc	1	48	1	0	0	0	0	0	0
Mono	0	0	0	0	0	0	0	0	0
Nevada	0	0	0	0	0	0	0	0	0
Placer	4	216	73	1	84	3	0	0	0
Plumas	0	0	0	0	0	0	0	0	0
San Benito	0	0	0	1	57	2	0	0	0
Sierra	0	0	0	0	0	0	0	0	0
Siskiyou	0	0	0	1	16	4	0	0	0
Sutter	0	0	0	0	0	0	0	0	0
Tehama	0	0	0	0	0	0	0	0	0
Trinity	0	0	0	0	0	0	0	0	0
Tuolumne	2	175	3	0	0	0	0	0	0
Yolo	1	56	2	0	0	0	0	0	0
Yuba	0	0	0	11	142	90	0	0	0
Group B									
Butte	0	0	0	3	170	25	0	0	0
Contra Costa	3	227	16	18	2,324	283	3	615	47
Humboldt	2	390	4	1	5	1	0	0	0
Imperial	0	0	0	3	147	41	0	0	0
Kern	7	461	19	0	0	0	0	0	0
Kings	2	114	5	1	32	2	0	0	0
Madera	6	280	7	11	452	101	0	0	0
Marin	16	556	26	0	0	0	0	0	0
Merced	0	0	0	1	12	6	0	0	0
Monterey	5	342	16	8	352	130	0	0	0
Napa	5	173	9	0	0	0	0	0	0
Orange	4	859	34	8	1,034	61	0	0	0
Riverside	1	6	1	3	82	41	0	0	0
San Joaquin	0	0	0	2	6	2	0	0	0
San Luis Obispo	2	186	25	1	280	8	0	0	0
San Mateo	1	6	1	4	214	52	0	0	0
Santa Barbara	26	806	58	5	340	30	0	0	0
Santa Cruz	0	0	0	0	0	0	0	0	0
Shasta	9	1,217	47	5	177	52	0	0	0
Solano	1	108	9	0	0	0	0	0	0
Sonoma	3	523	18	4	43	28	0	0	0
Stanislaus	5	1,566	75	3	526	75	0	0	0
Tulare	0	0	0	2	225	36	10	5,420	177
Ventura	11	675	15	4	287	29	0	0	0
Group C									
Alameda	7	1,788	92	7	1,183	159	3	267	7
Fresno	2	1,445	76	2	610	95	0	0	0
Los Angeles:									
Department of Public Social Services	73	1,964	143	61	5,959	811	9	249	64
Los Angeles Adoptions	0	0	0	22	396	220	0	0	0
Sacramento	3	315	21	3	739	72	0	0	0
San Bernardino	0	0	0	2	338	108	0	0	0
San Diego	66	3,136	251	54	1,681	465	0	0	0
San Francisco	2	98	7	11	1,256	216	0	0	0
Santa Clara	0	0	0	7	1,708	81	0	0	0

Source: Staff Training Report, Gen 240.1.

STAFF TRAINING

Table 4A. Reported County Welfare Department Staff
Training Activity by Staff Participating
Fiscal Year 1968-69

County	1. All agency staff			2. Professional, technical and management staff			3. Supervisory staff only - social worker and clerical		
	Units	Man-hours	Trainees	Units	Man-hours	Trainees	Units	Man-hours	Trainees
All counties	931	96,652	20,676	82	7,336	695	790	60,166	7,854
Group A									
Alpine	0	0	0	0	0	0	0	0	0
Amador	0	0	0	0	0	0	0	0	0
Calaveras	0	0	0	0	0	0	0	0	0
Colusa	0	0	0	0	0	0	0	0	0
Del Norte	3	78	38	0	0	0	1	30	2
El Dorado	4	1,213	57	2	36	2	9	115	17
Glenn	0	0	0	0	0	0	2	14	2
Inyo	2	241	19	0	0	0	3	72	5
Lake	5	179	77	1	14	1	7	105	19
Lesser	15	432	163	0	0	0	0	0	0
Mariposa	0	0	0	0	0	0	0	0	0
Mendocino	2	227	109	0	0	0	0	0	0
Modoc	4	21	10	5	29	5	1	20	5
Mono	0	0	0	0	0	0	0	0	0
Nevada	16	566	135	0	0	0	0	0	0
Placer	18	751	551	1	9	4	3	82	15
Plumas	4	84	38	0	0	0	0	0	0
San Benito	3	132	25	0	0	0	0	0	0
Sierra	0	0	0	0	0	0	0	0	0
Siskiyou	6	49	41	0	0	0	4	40	9
Sutter	0	0	0	0	0	0	0	0	0
Tehama	17	958	610	0	0	0	0	0	0
Trinity	0	0	0	0	0	0	0	0	0
Tuolumne	1	160	1	0	0	0	0	0	0
Yolo	2	123	33	0	0	0	2	48	24
Yuba	9	501	326	0	0	0	6	89	42
Group B									
Butte	0	0	0	0	0	0	4	177	32
Contra Costa	22	1,023	410	23	626	66	56	3,983	659
Humboldt	19	1,099	523	1	5	5	1	5	1
Imperial	11	2,125	232	1	8	1	6	175	49
Kern	12	288	90	2	227	14	15	624	280
Kings	4	151	67	1	7	1	6	112	20
Madera	11	247	147	1	54	1	24	494	122
Marin	9	788	706	9	331	40	11	248	16
Merced	7	302	131	0	0	0	16	347	170
Monterey	1	225	106	1	78	23	22	1,322	313
Napa	4	738	107	0	0	0	15	482	150
Orange	6	632	72	0	0	0	14	1,280	77
Riverside	1	27	18	0	0	0	4	26	4
San Joaquin	0	0	0	1	50	5	3	7	3
San Luis Obispo	18	739	289	1	20	1	6	392	14
San Mateo	54	4,058	775	1	10	7	55	906	383
Santa Barbara	11	904	547	2	28	7	12	493	60
Santa Cruz	6	351	221	0	0	0	5	82	40
Shasta	2	210	78	0	0	0	9	280	57
Solano	3	184	91	0	0	0	3	84	19
Sonoma	13	1,333	782	3	42	7	26	545	255
Stanislaus	2	1,322	609	0	0	0	10	726	104
Tulare	10	10,944	375	0	0	0	12	5,354	172
Ventura	23	1,892	604	1	8	1	6	438	45
Group C									
Alameda	22	2,280	565	3	591	32	29	809	223
Fresno	3	1,844	922	0	0	0	4	342	171
Los Angeles:									
Department of Public Social Services	463	24,959	6,860	10	182	32	187	28,658	1,965
Los Angeles Adoptions	12	1,451	668	2	4,462	374	26	529	292
Sacramento	7	3,936	421	2	144	11	5	1,119	118
San Bernardino	3	3,776	30	0	0	0	2	144	53
San Diego	38	1,124	479	4	201	42	121	5,531	1,323
San Francisco	3	203	82	4	174	13	29	2,186	450
Santa Clara	20	21,777	1,436	0	0	0	8	1,651	83

Source: Staff Training Report, Gen 240.1.

STAFF TRAINING

Table 4B. Reported County Welfare Department Staff
Training Activity by Staff Participating
Fiscal Year 1968-69

County	4. Social workers only			5. Clerical staff only		
	Units	Man-hours	Trainees	Units	Man-hours	Trainees
All counties	13,968	989,385	131,650	1,153	135,363	13,591
Group A						
Alpine	0	0	0	0	0	0
Amador	3	18	4	1	24	2
Calaveras	0	0	0	0	0	0
Colusa	2	78	6	0	0	0
Del Norte	9	194	92	14	840	17
El Dorado	116	2,513	740	7	97	31
Glenn	7	260	43	2	244	4
Inyo	2	21	7	3	120	21
Lake	30	1,246	235	9	234	34
Lassen	1	140	5	0	0	0
Mariposa	0	0	0	0	0	0
Mendocino	24	2,747	264	0	0	0
Modoc	35	193	67	16	109	16
Mono	3	49	3	1	80	1
Nevada	112	1,458	573	5	64	32
Placer	109	2,689	693	4	63	34
Plumas	15	165	88	0	0	0
San Benito	7	107	44	0	0	0
Sierra	1	6	1	0	0	0
Siskiyou	40	398	196	19	624	74
Sutter	17	387	347	1	3	6
Tehama	64	2,794	1,098	6	230	63
Trinity	0	0	0	0	0	0
Tuolumne	5	127	8	2	560	7
Yolo	24	1,481	341	0	0	0
Yuba	45	1,584	656	5	134	79
Group B						
Butte	32	3,244	832	3	98	16
Contra Costa	604	61,040	6,441	36	2,368	370
Humboldt	106	4,328	747	46	2,396	290
Imperial	77	2,469	865	19	1,925	281
Kern	289	22,544	3,037	5	1,389	48
Kings	128	5,596	1,000	17	799	82
Madera	122	4,128	754	17	795	75
Marin	42	1,281	142	7	1,939	53
Merced	53	5,531	835	8	1,164	64
Monterey	51	10,400	1,864	12	1,693	128
Napa	111	4,526	1,079	12	481	162
Orange	229	12,087	3,645	4	1,708	87
Riverside	356	5,611	3,402	3	9	8
San Joaquin	92	18,839	3,659	3	1,680	21
San Luis Obispo	98	5,428	1,196	10	382	122
San Mateo	591	9,277	4,411	17	1,091	159
Santa Barbara	243	9,950	2,332	4	203	48
Santa Cruz	37	1,708	318	4	572	59
Shasta	71	5,205	758	7	997	94
Solano	13	652	120	3	308	44
Sonoma	173	14,851	2,587	7	791	47
Stanislaus	139	8,690	1,541	3	1,575	45
Tulare	91	11,582	2,029	18	7,159	710
Ventura	96	5,612	600	8	399	85
Group C						
Alameda	171	58,792	4,026	42	10,322	555
Fresno	35	28,893	3,482	10	6,273	1,118
Los Angeles:						
Department of Public Social Services	6,349	466,547	42,393	646	51,068	6,400
Los Angeles Adoptions	163	8,033	3,831	1	78	13
Sacramento	28	18,620	485	10	15,016	301
San Bernardino	65	27,388	2,216	9	4,120	138
San Diego	2,317	75,685	17,902	44	6,863	420
San Francisco	223	39,223	6,341	12	2,327	150
Santa Clara	102	12,970	1,269	11	3,949	977

Source: Staff Training Report, Gen 240.1.